AAUDE FACULTY SURVEY – SAMPLE ANALYSES

March 2009

Prepared by the AAUDE Faculty Survey Working Group to illustrate the usefulness of comparative faculty survey data.

AAUDE Faculty Survey Overview

- **Comprehensive core set of questions covering:**

  - ✓ Satisfaction

  - ✓ Workload

  - ✓ Departmental Climate/Atmosphere

  - ✓ Mentoring

  - ✓ Promotion/Tenure

  - ✓ Hiring/Retention

  - ✓ Life Outside the Institution

  - ✓ Demographics

- **Schools add additional questions as needed**

- **Recommend using entire core set to increase comparative value**

- **Data shared through the AAUDE Data Warehouse**

  - ✓ Access restricted to authorized users at universities

  - ✓ Comparative data can be presented at more detail to high level audiences

Sensitive and Highly Confidential Data

Faculty survey data are shared through the AAUDE (AAU Data Exchange) Data Warehouse and are governed by strict rules to protect the confidentiality of both individual and institutional survey participants. Maintaining the integrity of these rules is essential to the continued sharing of faculty survey data through the AAU Data Exchange.

Identification of other schools' data is available only to the highest level of university administration, on a confidential basis. Presentation of these data to office heads and directors, department chairs and general faculty is permissible only in an aggregated format, with limited or no identification of peer schools. The Institutional Research office can develop acceptable forms of presentation to these audiences.

In addition, faculty survey data from other schools may not, under any circumstances, be used for individual recruiting purposes.

(The above statement must be distributed and discussed with presentations of non-aggregated peer data to high level university officials (deans and above).

Faculty Profile (based on survey respondents)

Tenure-line faculty	RU	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 6
Response Rate	52%	68%	43%	44%	57%	60%	53%
% Tenured	73%	75%	61%	75%	66%	70%	76%
Mean Age, Tenured	55	54	56	54	56	n/a	53
Mean Age, Tenure-track	36	38	40	37	39	n/a	38
Mean Years as Faculty at Institution, Tenured	22	18	19	15	n/a	19	18
Mean Years as Faculty at Institution, Tenure-track	4	3	5	4	n/a	4	3
% Female	22%	28%	27%	27%	27%	23%	33%
% URM*	5%	6%	5%	6%	6%	5%	5%
% with Spouse or Domestic Partner	88%	86%	87%	n/a	90%	88%	86%
% with Children	73%	78%	74%	n/a	76%	79%	72%
% Part-time	3%	0%	1%	3%	n/a	0%	4%

* URM = Black, non-Hispanic + American Indian/Alaska Native + Hispanic

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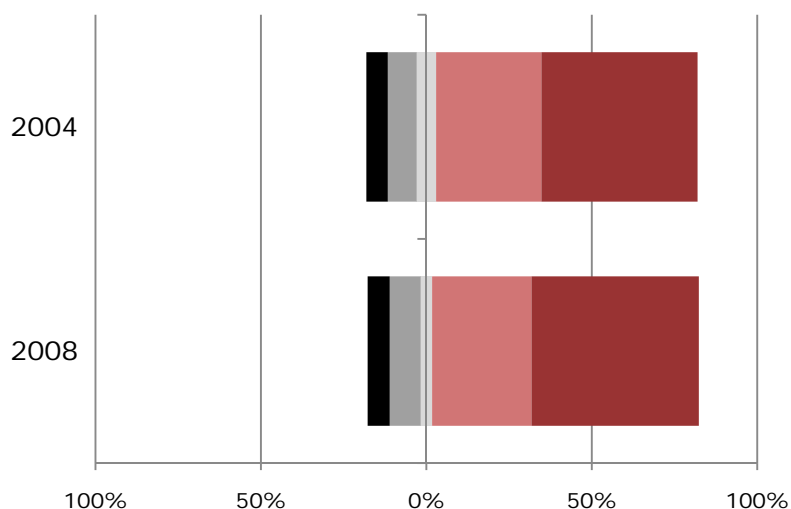
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Overall Satisfaction

Faculty were asked "Overall, how satisfied are you being a faculty member at RU?"

Very dissatisfied
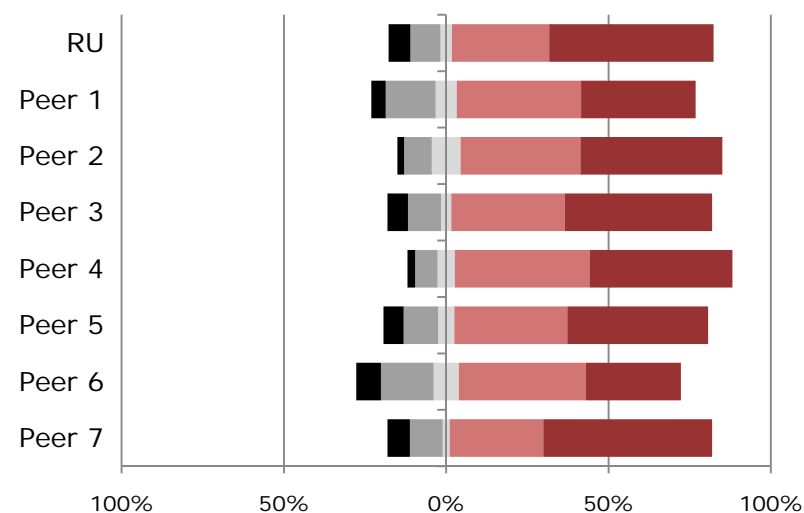**Somewhat dissatisfied**
Neutral
Somewhat satisfied
Very satisfied

RU by Tenure & Gender
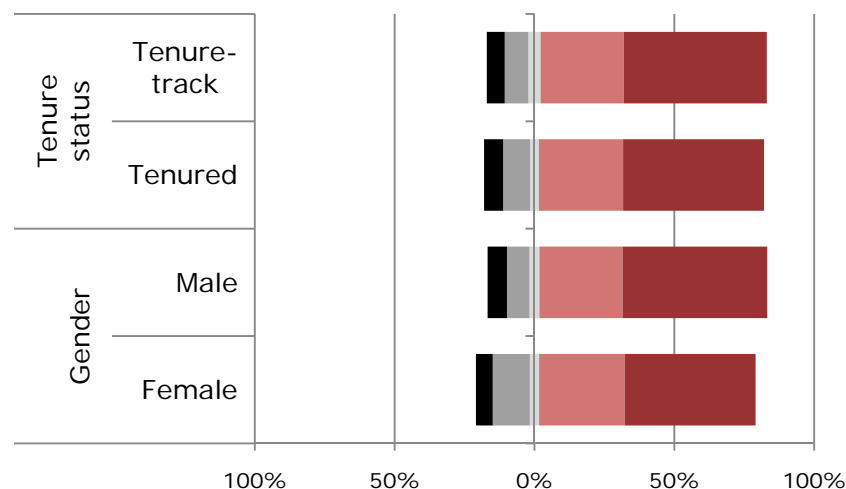
RU by Year

RU versus Peers

Tenure-line faculty	**Areas of Satisfaction: Top 3 (highest satisfaction) and Bottom 3 (lowest satisfaction)**					
	RU	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5
Top 1	Quality of graduate students	Teaching responsibilities	Office space	Teaching responsibilities	Office space	Library resources
Top 2	Office space	Library resources	Teaching responsibilities	Library resources	Library resources	Teaching responsibilities
Top 3	Teaching responsibilities	Advising responsibilities	Computer resources	Office space	Computer resources	Advising responsibilities
Bottom 1	Support for securing grants	Clerical and administrative staff	Computing support staff	Support for securing grants	Access to teaching assistants	Start-up funds
Bottom 2	Committee and administrative responsibilities	Support for securing grants	Committee and administrative responsibilities	Committee and administrative responsibilities	Committee and administrative responsibilities	Support for securing grants
Bottom 3 (worst)	Time available for scholarly work	Computing support staff	Time available for scholarly work	Time available for scholarly work	Time available for scholarly work	Access to teaching assistants

Based on mean scores (Not applicable counted as missing).

% saying workload is too heavy or much too heavy

Tenure-line faculty	RU		Peers (5 schools)	
	% heavy	N	% heavy	N
Tenured	55%	433	56%	2304
Tenure-track	49%	283	48%	850
Female	57%	194	63%	879
Male	51%	522	50%	2252
Has children	54%	536	54%	2658
No children	49%	180	50%	496
Married/partnered	54%	600	49%	1706
No spouse/partner	48%	64	49%	255
Age < 35	50%	50	45%	211
Age 35–44	53%	232	59%	695
Age 45–54	62%	190	63%	623
Age 55–64	53%	172	56%	621
Age 65+	31%	71	28%	155

Scale: 1 = Much too light; 2 = Too light; 3 = About right; 4 = Too heavy; 5 = Much too heavy.

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Allocation of Time Among Work Domains — Tenure-Line Faculty Only
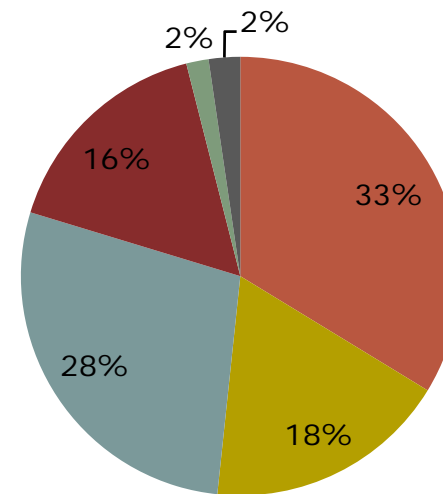
As you think about how you spend your time in an academic year, how many hours do you spend on each of the following work-related activities in an average week?

- Scholarship or conducting research *(including writing, attending professional meetings, etc.)*
- Fulfilling administrative responsibilities/committee work/university service
- Teaching *(including preparing materials for class, lecturing, etc.)*
- Meeting or communicating with students outside of class *(office hours, advising, supervising research, writing letters of recommendation, etc.)*
- External paid consulting
- Other work-related activities

RU

Peers (5 schools)

RU: Research 34%, Admin 16%, Teaching 33%, Meeting students 14%, Consulting 1%, Other 2%

Peers: Research 33%, Admin 18%, Teaching 28%, Meeting students 16%, Consulting 2%, Other 2%

Legend: Research, Admin, Teaching, Meeting students, Consulting, Other
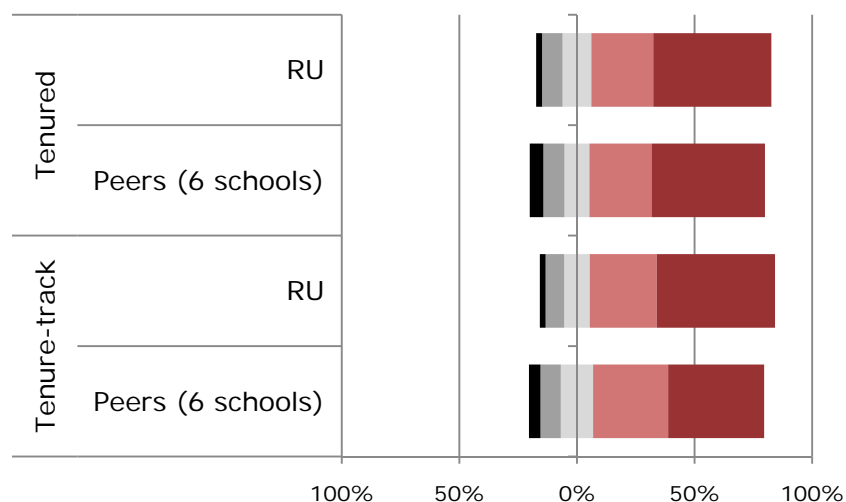
8
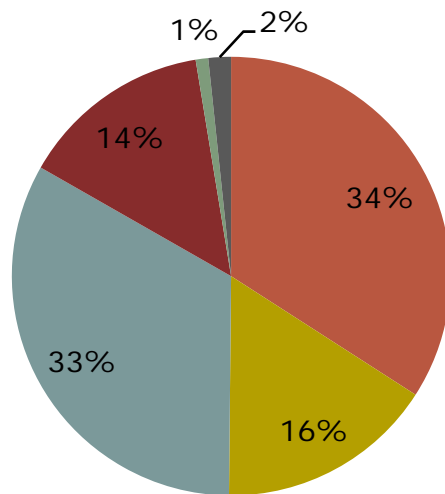
Good Fit

Please indicate your agreement or disagreement with the following statement:
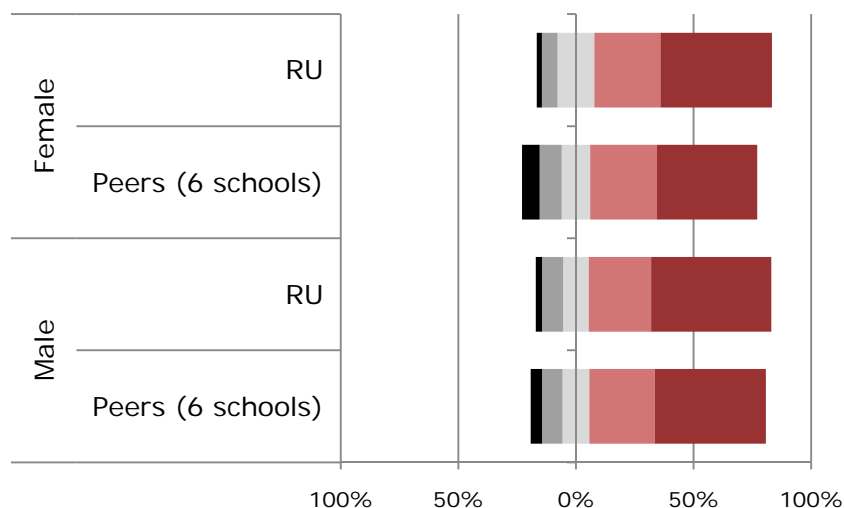
"My department/unit is a good fit for me."

Strongly Disagree
Somewhat Disagree
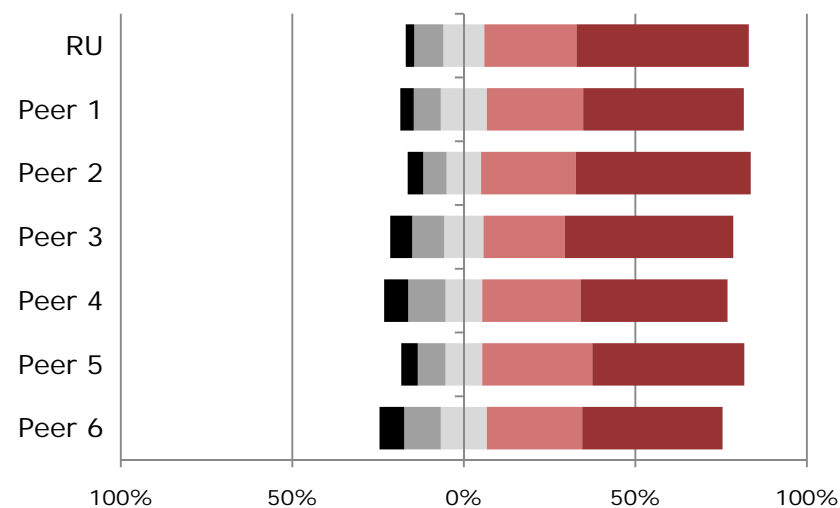Neutral
Somewhat Agree
Strongly Agree

By Tenure

By Gender

By Institution

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% of Faculty who "somewhat agree" or "strongly agree"	RU		6 Peers	
	Male	Female	Male	Female
My colleagues value my research/scholarship	77%	66%	77%	72%
I am satisfied with opportunities to collaborate with faculty in my primary department	68%	48%	71%	65%
I am satisfied with opportunities to collaborate with faculty in other units	63%	52%	69%	64%
I have a voice in the decision-making that affects the direction of my department	69%	51%	69%	64%
Faculty may comfortably raise personal/family responsibilities when scheduling departmental obligations	67%	56%	71%	67%

Scale: 1 = Strongly disagree; 2 = Somewhat disagree; 3 = Neither agree nor disagree;
4 = Somewhat agree; 5 = Strongly agree.

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	% Agree or Strongly Agree				
	RU	Peer 1	Peer 2	Peer 3	Peer 4
My department is a supportive place*	73%	68%	73%	70%	64%

1. My chair/dean creates a collegial and supportive environment.
2. My chair/dean helps me obtain the resources I need.
3. I have a voice in the decision-making that affects the direction of my department/unit.
4. My department/unit is a place where individual faculty may comfortably raise personal and/or family responsibilities when scheduling departmental/unit responsibilities.
5. My department/unit is a good fit for me.
6. I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member.
7. Interdisciplinary research is recognized and rewarded by my department/unit.

Scale Reliability = .87

I feel valued by my colleagues*	67%	70%	63%	65%	51%

1. My colleagues value my research/scholarship.
2. I am satisfied with opportunities to collaborate with faculty in my primary department/unit.
3. I am satisfied with opportunities to collaborate with faculty in other units at my institution.
4. I (DON'T) feel excluded from an informal network in my department/unit.
5. I (DON'T) have to work harder than some of my colleagues to be perceived as a legitimate scholar.

Scale Reliability = .77

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Scale : Feeling Valued by Colleagues

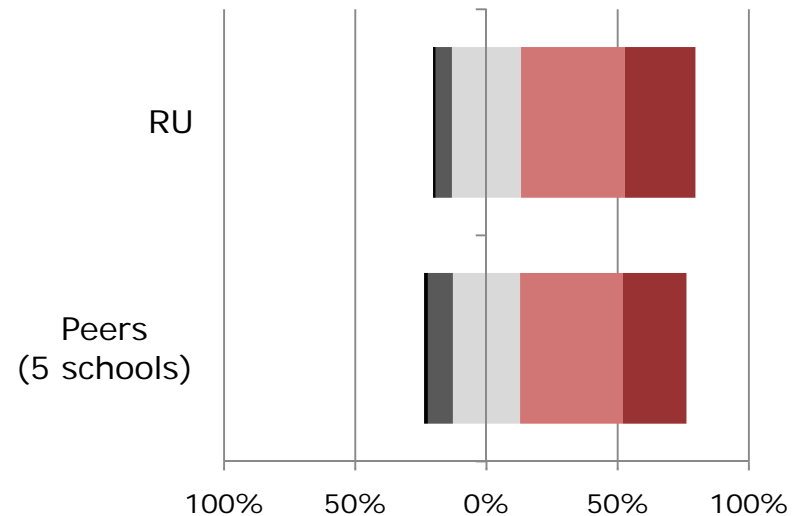**I feel valued by my colleagues (5 items)**

1.0 – 1.5 = **Strongly disagree**
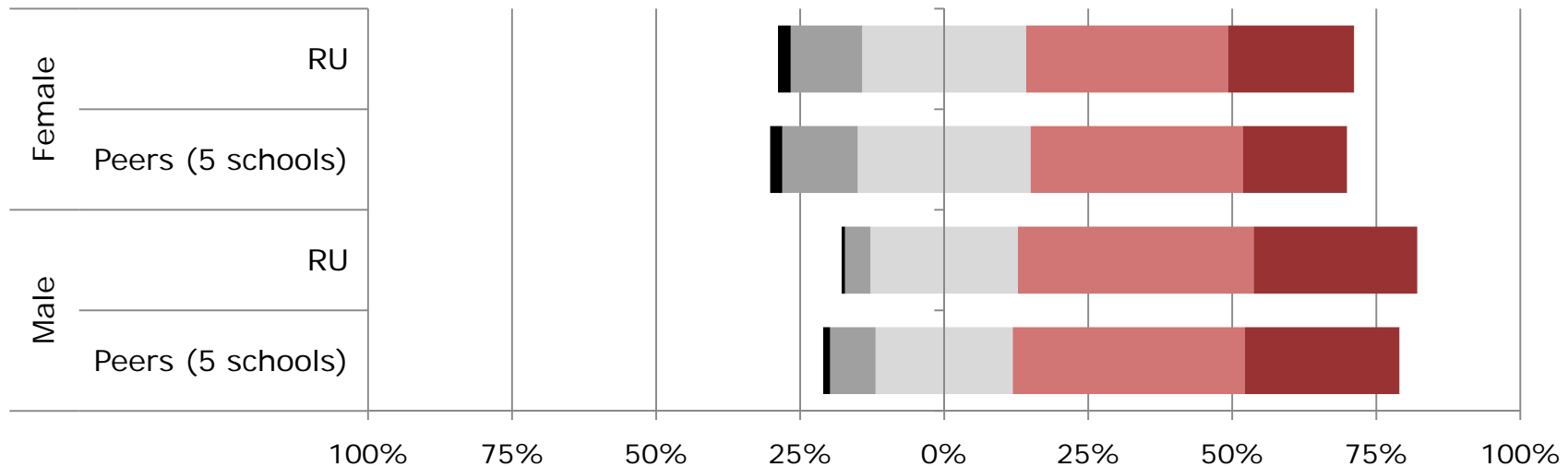1.5 – 2.5 = **Disagree**
2.5 – 3.5 = Neutral
3.5 – 4.5 = **Agree**
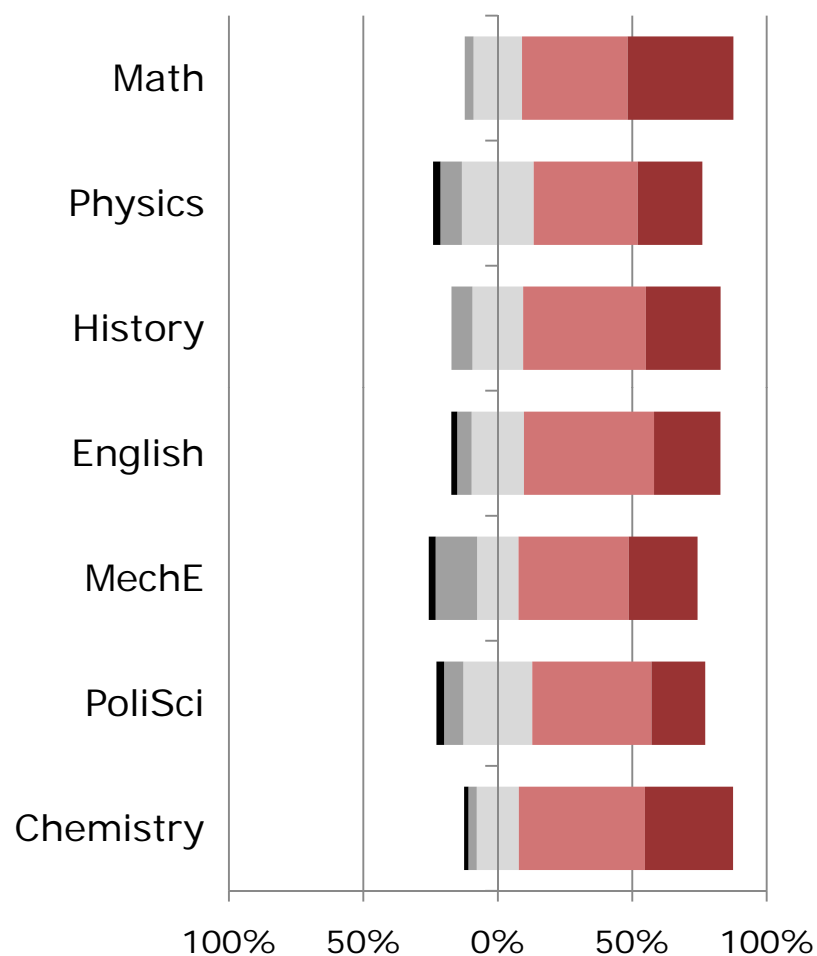4.5 – 5.0 = **Strongly agree**

RU versus Peer Group

RU & Peer Group by Gender
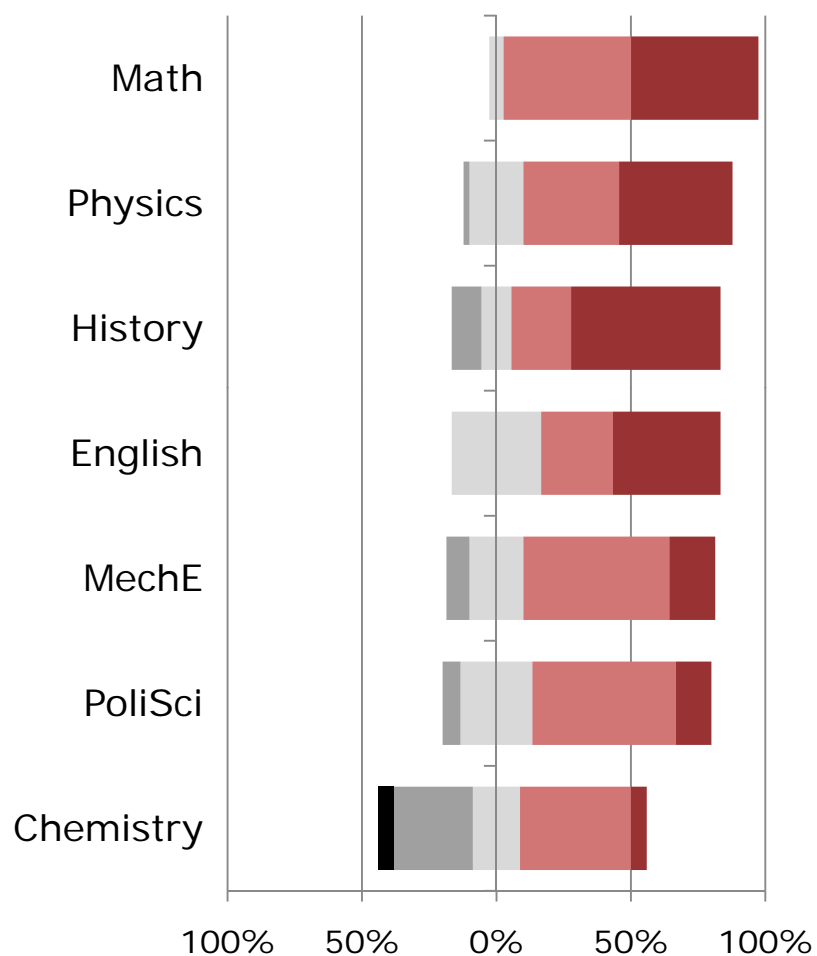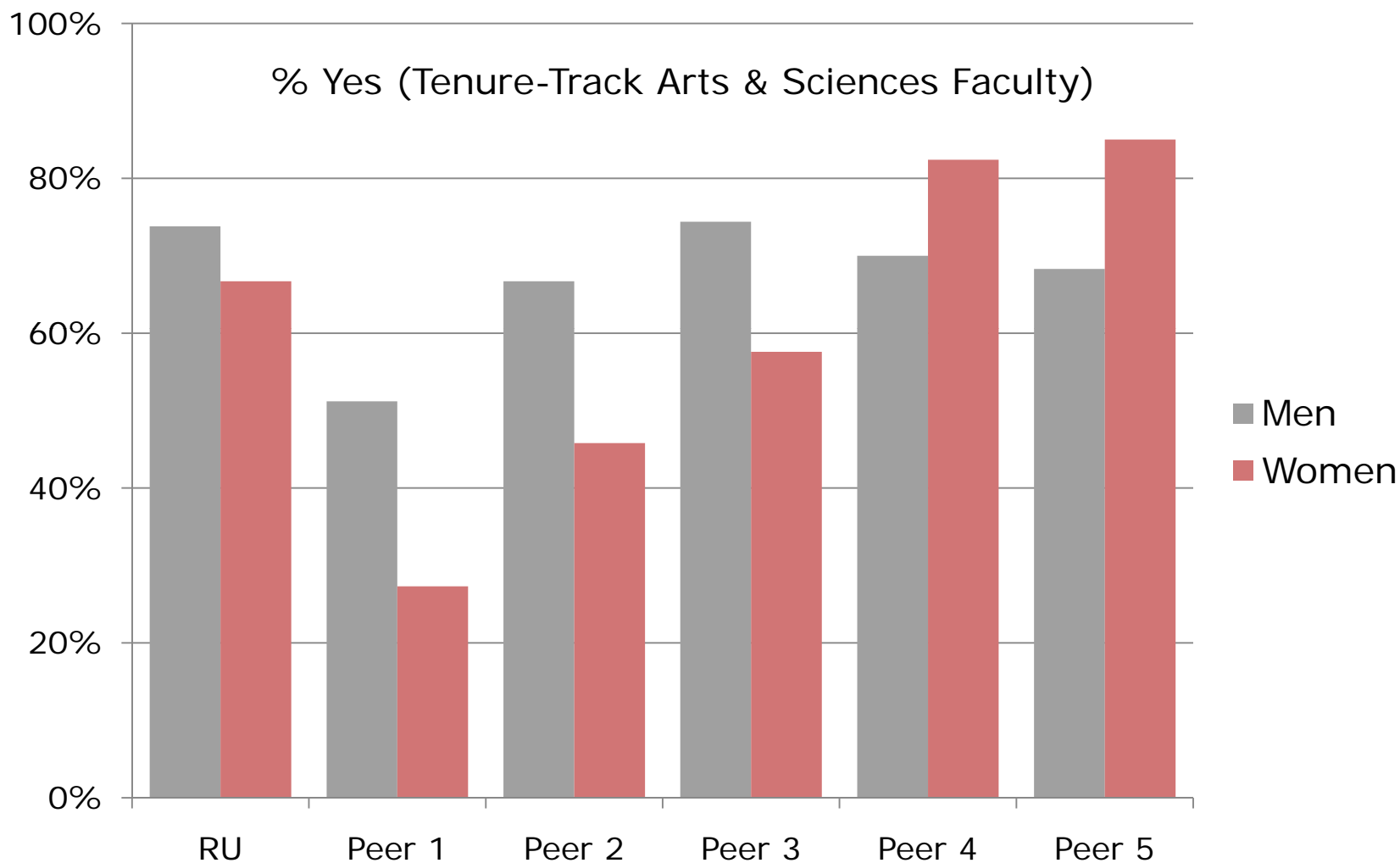

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RU

Peer Group (5 schools)

Math	Math
Physics	Physics
History	History
English	English
MechE	MechE
PoliSci	PoliSci
Chemistry	Chemistry

100% 50% 0% 50% 100%   100% 50% 0% 50% 100%

Strongly disagree   **Disagree**   Neutral   **Agree**   **Strongly agree**

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While at {institution}, do you feel as though you have received adequate mentoring?

% Yes (Tenure-Track Arts & Sciences Faculty)

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In your experience, to what extent are the following items valued in the tenure process?

Research/Scholarly Work
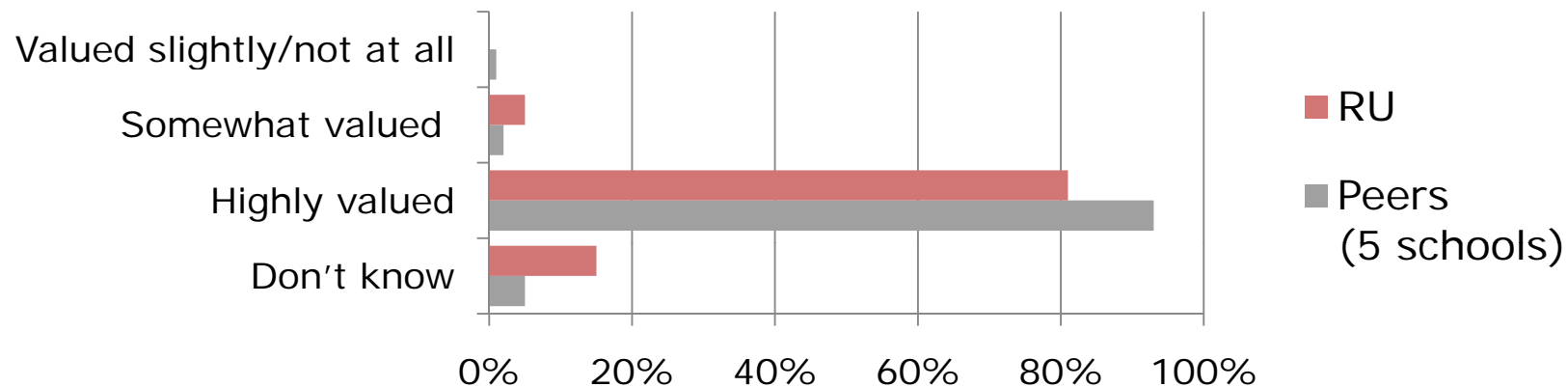
Teaching Contributions

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To what extent, if at all, have you considered the Following as reasons to leave your university?

Respondents indicating they have considered each reason "to a great extent"

	RU	Peers 5 schools	Range among Peer Schools
% saying they are likely to leave within three years	23%	21%	20% - 35%
Reason considered leaving:			
To enhance your career other than salary or promotion	33%	24%	8% - 45%
To increase your salary	31%	21%	12% - 37%
To increase your time to do research	24%	24%	16% - 29%
To find a more supportive work environment	24%	21%	11% - 36%
To reduce stress	13%	11%	7% - 15%
To improve the employment situation of your spouse/partner	8%	12%	5% - 15%
Retirement	8%	9%	6% - 13%

LEAVING THE INSTITUTION